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THREE NEW SENIOR MANAGERS JOIN CPS HUMAN RESOURCE SERVICES

Sacramento, CA — As a result of increased growth and expansion across the country, CPS Human Resource Services has named Roy Yarbrough, Michael Willihnganz and I. Kathryn (Kate) Hill as Senior Managers in their Sacramento office. The knowledgeable new staff has a combined experience of more than 70 years in the human resources and testing fields.

Yarbrough, Willihnganz and Hill join a number of top personnel and administrative executives at CPS, which provides human resources consulting, testing, executive search and other human resource services to public agencies and associations across the nation.

"We are extremely pleased to have Roy, Michael and Kate join CPS," said Pam Stewart and Ed Cole, CPS co-Executive Directors. "All three senior managers have significant public sector and not-for-profit backgrounds and each will help further our efforts in delivering quality HR services and expertise to our clients."

Kate Hill has joined CPS as the Senior Manager for Test Administration. In her new position Hill will be responsible for test management support for administering various types of exams, applicant recruitment and test material preparation, registration and fee handling, identifying and securing testing facilities, test scoring and statistical analysis.

Hill has over twenty years experience in examination development and administration and in managing organizations involved in professional certification and licensing. She has held executive or senior positions with the National Commission on Certification of Physician Assistants, the Federation of State Medical Boards and the National Board of Medical Examiners. Hill has published numerous articles on professional certification and licensing and has been a member of the National Center for

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Non-Profit Boards, National Council on Measurement in Education, Clearinghouse on Licensing, Enforcement & Regulation, among others. A Pennsylvania native, Hill has a Bachelor of Arts degree in Liberal Arts from Widener College and a MEd in Educational Psychology/Psychometrics from Temple University.

Michael Willihnganz, Ph.D. has joined CPS as the Senior Manager for Test Development. Willihnganz will be responsible for the agency's test development and test rental activities including, technically and psychometrically sound written, oral and performance examinations, information and training to meet clients' specialized needs.

Willihnganz has more than 20 year's experience in HR and is a nationally recognized authority on recruitment and selection. Most recently he worked for the California State Personnel Board and was the executive in-charge for the development and implementation of employment testing policies and regulations. He also held several positions in the HR department at Sacramento Municipal Utility District. Willihnganz has two Master of Arts degrees one in Human Resources Administration from the University of Wisconsin and the other in Industrial/Organizational Psychology from California State University, Sacramento. He also earned a Ph.D. in Industrial/Organizational Psychology from The Professional School of Psychology. Professional affiliations include International Personnel Management Association, International Personnel Management Association Assessment Council and Personnel Testing Council.

Roy Yarbrough has joined CPS as the Senior Manager responsible for managing the agency's internal Human Resources department. In his new position, Yarbrough will direct the organization's human resources operations including staffing, training, compensation, benefits, legal compliance, organization development and employee development. Yarbrough brings over 30 years of significant human resources experience from the public and private sectors. Most recently, Yarbrough served as managing director for the City of O'Fallon, Missouri. He has also served as a National Director of Operation and Training for Hasco/First Foto and a vice president for a regional HR consulting firm.

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Yarbrough holds an undergraduate degree in Criminal Justice Administration from Tarkio Valley College and a Master of Arts degree in Management from Lindenwood University. He is also a member of several professional organizations including the Society for Human Resource Management, American Society for Training and Development and American Compensation Association.

About CPS Human Recourse Services

As a joint powers agency, CPS is helping to improve human resources in the public sector. CPS provides test development and rental, consulting and executive search services to more than 2000 local, state and federal government agencies, public utilities, associations and other organizations throughout the United States and Canada. CPS has offices in California, Wisconsin, and Washington D.C.

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